

requiring the performance of duties prior to the expiration of the Term of this Agreement or any extension hereof, the Employee shall notify in writing the Athletic Director of such opportunity or interest. The Employee agrees not to seek, discuss, negotiate for or accept employment requiring performance of duties prior to the termination date of this Agreement or any extension thereof, without first obtaining written consent from the Athletic Director.

7.02 Injunctive Relief.

Employee acknowledges that Article 7.01, and all other provisions of this Agreement, may be enforced by any and all legal and equitable actions available to Employer, including application for a restraining order and preliminary and permanent injunction. In the event that Employee resigns from the position of Head Coach during the term of this Agreement and obtains other employment, Employee shall be deemed to have resigned employment and agreed to the terms in Article 6.02. In no case shall University be liable for the loss of any collateral business opportunities or any other benefits, prerequisites or income resulting from activities such as, but not limited to, campus, clinics, media appearance, shoe or apparel contracts, consulting relationships or from any other sources whatever that may ensue as a results of Employee's resignation or termination of this Agreement.

ARTICLE VIII – MISCELLANEOUS

8.01. Assistant Coaches.

Subject to such limitations as may be imposed from time to time by the NCAA or the Conference, the University shall provide the Program with the maximum permissible number of assistant coaches. The Employee shall have the authority to recommend the hiring and termination of assistant coaches for the Program, subject to the review of the University's Affirmative Action Officer and the Athletic Director and the approval of the President of the University, as the University's appointing authority, or the President's designee. All assistant

coaches shall be University employees. It is understood that assistant coaches are immediately responsible to the Employee, who will assign the duties of each of the assistant coaches, and that the Employee is responsible for the activities of such assistant coaches as those activities relate to the educational purposes and the athletic interests of the University. It is further understood, however, that the Employee and assistant coaches are additionally responsible to the Athletic Director for compliance with the policies of the University, including its Athletic Department, with the rules and regulations of the NCAA and the constitution, bylaws, rules, regulations, and all official interpretations thereof, and the rules and regulations of the Conference, as may be in effect from time to time.

8.02. Other Remedies.

The Employee shall be entitled to use the grievance procedures established by the University Bylaws for the resolution of disputes under this Agreement.

8.03. Choice of Law and Venue.

It is the intent of the parties hereto that this Agreement shall be governed by and construed in accordance with the laws of the State of Nevada and the laws of the State of Nevada shall govern the validity, performance and enforcement of this Agreement. Any and all disputes arising out of or in connection with this Agreement shall be litigated in a court of competent jurisdiction in Washoe County, State of Nevada, and the parties hereby expressly consent to the jurisdiction of said court.

8.04. Assignment of Agreement.

The Employee's rights and interests under this Agreement may not be assigned, pledged or encumbered by the Employee.

8.05. Merger Clause.

THIS AGREEMENT CONSTITUTES THE FULL AND COMPLETE UNDERSTANDING OF THE PARTIES WITH RESPECT TO THE EMPLOYMENT OF THE EMPLOYEE BY THE UNIVERSITY AND SUPERSEDES ALL PRIOR UNDERSTANDING AND AGREEMENTS, ORAL OR WRITTEN, REGARDING THE EMPLOYEE'S EMPLOYMENT BY THE UNIVERSITY.

8.06. Amendments to Agreement.

This Agreement may be amended at any time only by a written instrument duly approved by the Board of Regents of the Nevada System of Higher Education, and executed by the Chancellor or his/her designee, the University, through its designated representative, and the Employee.

8.07. Severability.

If any provision or provisions hereof shall be deemed invalid or unenforceable, either in whole or in part, this Agreement shall be deemed amended to delete or modify, as necessary, the offending provision or provisions or to alter the bounds thereof in order to render it valid and enforceable.

8.08. No Waiver of Default.

No waiver by the parties hereto of any default or breach of any covenant, term or condition of this Agreement shall be deemed to be a waiver of any other default or breach of the same or any other covenant, term or condition contained herein.

8.09. Acknowledgement.

The Employee acknowledges that he/she has read and understands the foregoing provisions of this Agreement and that such provisions are reasonable and enforceable and he/she agrees to abide by this Agreement and the terms and conditions set forth herein.

Employee acknowledges having had the opportunity to consult with counsel of his/her choice regarding the provisions of this Agreement prior to signing it.

8.10. Indemnification of University.

The Employee agrees to hold harmless and indemnify the University from any and all suits, claims, demands, damages, liability, costs and expenses, including attorneys' fees and costs, arising out of the Employee's performance of acts outside the scope of this Agreement, or for acts in pursuit of outside income as permitted by this Agreement, except such suits, claims or demands in which the Employee seeks to compel the University to comply with its obligations hereunder or in which the Employee seeks to enforce any remedies he/she may have hereunder. This Article 8.10 shall survive the termination for any reason of this Agreement.

8.11. University Retains All Materials and Records.

All materials or articles of information including, without limitation, personnel and student athlete records, recruiting records, team information, films, statistics or any other material or data, furnished to the Employee by the University, developed by the Employee on behalf of the University or at the University direction or for the University's use, or otherwise in connection with the Employee's employment hereunder, are and shall remain the sole property of the University. Within two (2) days after the Employee ceases to serve as Head Coach of the University's Program, after the expiration of the term of this Agreement, or after this Agreement's earlier termination as provided herein, the Employee shall immediately cause any such materials in his/her possession or control to be delivered to the University. This Article 8.11 shall survive the termination for any reason of this Agreement.

8.12. Employee Will Not Incur University Indebtedness.

It is mutually agreed and understood that the Employee shall not incur any indebtedness for or on behalf of the University without first securing the approval of the Athletic Director.

8.13. Government Immunity Not Waived.

It is expressly agreed and understood between the parties that the University is an entity of the State of Nevada and that nothing contained herein shall be construed to constitute a waiver or relinquishment by the University of its right to claim such exemption, privileges and immunities as may be provided by law.

8.14. Notice.

Any notice or communication which may or is required to be given under this Agreement shall be in writing and shall be deemed to have been given on the earlier of either the day actually received or on the close of business on the third business day next following the day when deposited in the United States Mail; postage prepaid, registered or certified, addressed to the party at the address set forth at its name below or such other address as may be given by such party in writing to the other:

If to the Employee:

Brian Polian
Head Football Coach
Department of Intercollegiate Athletics
Mail Stop 232
University of Nevada, Reno
Reno, Nevada 89557

If to the University:

Cary Groth
Director of Intercollegiate Athletics
Department of Intercollegiate Athletics
Mail Stop 232
University of Nevada, Reno
Reno, Nevada 89557

8.15. Applicability of Nevada System of Higher Education Code and Annual Employment Document.

This Agreement is subject to the provisions of the Code, except as stated herein, and the Terms of Employment for Faculty, or their successor documents, signed in each academic year in which this Agreement is in effect.

8.16. Captions.

All captions in this Agreement are included for convenience only and do not constitute, nor are incorporated in, the terms and conditions of this Agreement.

(REMAINDER OF THIS PAGE INTENTIONALLY LEFT BLANK.)

IN WITNESS WHEREOF, the parties hereto have executed this Agreement or caused this Agreement to be executed, effective the day and year first written above, intending to be legally bound by its provisions upon approval of the Board of Regents of the Nevada System of Higher Education, the Employee acknowledging that he/she has reviewed this Employment Agreement with his/her attorney.

BOARD OF REGENTS OF THE
NEVADA SYSTEM OF
HIGHER EDUCATION,
ON BEHALF OF THE
UNIVERSITY OF NEVADA, RENO

EMPLOYEE:

By: _____
Chancellor

Date: _____

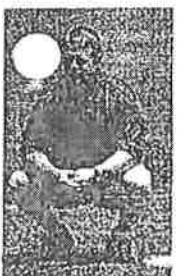
By: _____
President

Date: _____


Brian Polian
Date Jan. 7, 2013

By: _____
Director, Intercollegiate Athletics

Date: _____



Brian S. Polian
Texas A&M University Football
Special Teams Coordinator / Tight Ends Coach

Personal Information

Date of Birth: 1974 in the Bronx, NY

Spouse: Married to Laura Maggiotto of Buffalo, NY

Football Family: Bill Polian – Former NFL Executive with the Bills, Panthers, and Colts
Chris Polian – Scouting Consultant for the Atlanta Falcons
Dennis Polian – Assistant to the Head Coach for the Tennessee Titans

Education

Baylor University	Masters of Science in Education	Feb. 1999 – Dec. 2000
John Carroll University	Bachelors of Art in History	Sep. 1993 – May 1997
St. Francis High School	New York State Regents Diploma	Sep. 1989 – May 1993



Brian S. Polian

Professional / Coaching Experience



Texas A&M University, College Station, TX
Special Teams Coordinator / Tight Ends Coach

Jan. 2012 - Present

- **Recruiting Areas:** Dallas-Fort Worth Metro-plex, National Prospects
- **Notes of Interest:** The 2012 Aggies finished the season with a 10-2 record and ranked in the Top 10 in both the AP and Coaches Polls. Earned a historic upset of then #1 Alabama on Nov. 10 in Tuscaloosa. Responsible for every phase of the kicking game including schematic philosophy, personnel, game-planning, and play-calling. The Punt, Kick-Off Coverage, and Punt Return units are all ranked in the Top 20 in the NCAA rankings. Punt Returner Dustin Harris set a SEC record with 246 return yards versus SC State on Sep. 22. Also responsible for coaching the Tight Ends and serve as a contributor in the offensive game-planning. The Texas A&M offense is currently #5 in the country and #1 in the SEC in Total Offense. In May of 2012, was named by Bruce Feldman of CBSsports.com as one of the top head coaching candidates in the country.



Stanford University, Stanford, CA

Jan. 2010 - Jan. 2012

Special Teams Coordinator / Recruiting Coordinator / Safeties Coach

- **Recruiting Areas:** Southern California, Ohio, Indiana, Kentucky
- **Notes of Interest:** The 2011 Cardinal finished 11-2, competed in the Fiesta Bowl, and ended the year ranked #7 in the A.P. Poll. The 2010 Stanford team finished a school record 12-1, won the Orange Bowl, and finished #4 in the A.P. Poll. Jordan Williamson was named 2nd Team All-Pac 12 PK in '11. Chike Amajoyi was named Pac 10 Special Teams Player of the Year and Nate Whitaker was 1st Team All-Pac 10 Kicker in '10. Awarded one of Tom Lemming's Top Recruiters in '12. Named one of the top recruiters in the Pac 10 by Rivals and ESPN in '11. Oversaw every phase of the kicking game including schematic philosophy, personnel, game-planning, and play-calling. Also coached the Safeties in the defensive-secondary. In addition to on the field duties, responsible for the design and implementation of all recruiting strategies. Was the architect of the two best recruiting classes in the history of the Stanford football program.



University of Notre Dame, Notre Dame, IN

Dec. 2004 - Dec. 2009

Special Teams Coordinator / Assistant Linebackers Coach

- **Recruiting Areas:** California, Hawaii, Northeast Ohio
- **Notes of Interest:** Nominee for AFCA Assistant Coach of the Year in 2008. Rivals Top 20 Recruiter in the country, Rivals Big 10/ Midwest Recruiter of the Year, Tom Lemming Top 3 Recruiter in the country for '08. Back-to-back BCS bowl games in 2005 and 2006. Punter Geoff Price finished as the school leader in punting average. Punt Returner Tom Zbikowski finished tied for the career lead in punt returns for a TD. Blocked 22 kicks in five seasons. Kick-Off Coverage was #1 in the country in 2008.

U00090

Brian S. Polian



University of Central Florida, Orlando, FL
Recruiting Coordinator / Running Backs Coach

Jan. 2004 – Dec. 2004

- **Recruiting Areas:** Central Florida, National Prospects
- **Notes of Interest:** Worked for Head Coach George O'Leary. Coached Alex Haynes, who became the all-time leading rusher in the history of the school. Led the recruitment of the 2004 and 2005 classes that led the Golden Knights from a 0-11 record in 2004 to a bowl berth in 2005. The 2005 class included RB Kevin Smith, who led the nation in rushing in 2007 and currently plays for the Detroit Lions of the NFL.



State University of New York at Buffalo, Buffalo, NY
Special Teams Coordinator / Running Backs Coach

Dec. 2000 – Jan. 2004

- **Recruiting Areas:** Western New York, Rockland and Westchester Counties, Cleveland, Cincinnati, and Tampa/St. Pete
- **Notes of Interest:** Tutored RB Aaron Leeper in 2002 to the MAC Freshman of the Year award, the first major award for a UB player since returning to IA in 1999. Kicker Dallas Pelz named MAC East Special Teams Player-of-the-Week twice.



Baylor University, Waco, TX

Feb. 1999 – Dec. 2000

Defensive Graduate Assistant – Outside Linebackers Coach, Special Teams Coordinator.

- **Recruiting Areas:** National prospects outside the state of Texas.
- **Notes of Interest:** Coached Justin Snow, former long snapper for the Indianapolis Colts. Signed starting quarterback Greg Cicero. Worked for Head Coach Kevin Steele.



State University of New York at Buffalo, Buffalo, NY
Tight Ends / Assistant Offensive Line Coach

Feb. 1998 – Feb. 1999

- **Recruiting Areas:** Upstate New York.
- **Notes of Interest:** 1998 team set school records for Rushing Yards and First Downs. Offense was ranked in the Top 25 in Div. IAA.

U00091

Brian S. Polian



Michigan State University, East Lansing, MI
Offensive Graduate Assistant

June 1997 – Feb. 1998

- **Notes of Interest:** Worked under Head Coach Nick Saban and assisted with the Tight Ends and Special Teams. Team advanced to Aloha Bowl and finished the regular season ranked 24th in the nation. Worked closely with Pat Shurmur, currently the head coach of the Cleveland Browns.



Carolina Panthers (NFL), Charlotte, NC
Coaching Staff Intern

Summers of 1995 and 1996

- **Notes of Interest:** Worked for Head Coach Dom Capers, who is currently the defensive coordinator for the Green Bay Packers. The 1995 team set a record for most wins by an expansion franchise and the 1996 team advanced to the NFC Championship Game.

U00092

Brian S. Polian

Playing Experience



John Carroll University
Linebacker

1993-1996

- **Notes of Interest:** Won three varsity letters as a linebacker and special teams player. Named All-Ohio Athletic Conference in 1996. 1994 and 1996 JCU teams finished in the Top 10 in the Div. III national rankings. Team-mate of Josh McDaniels, Offensive Coordinator of the New England Patriots, and London Fletcher, linebacker for the Washington Redskins.



St. Francis High School
Linebacker / Fullback

1989-1992

- **Notes of Interest:** Won three varsity letters as a two-way player at linebacker and fullback. Led the 1991 and 1992 teams to a combined 18-1-1 record. Named All-Catholic and All-Western New York in 1991 and 1992. Western New York Unsung Player of the Year in 1992. Two-time captain. Inducted into the St. Francis Athletic Hall of Fame in 2004. Team-mate of Brian Daboll, Offensive Coordinator of the Kansas City Chiefs.

U00093

Why Brian Polian?

- Family

- o My wife, children, and extended family are very important to me. I want to surround myself with coaches, staff, and players that feel the same way. We will create a strong family atmosphere within the football program.

- Passion for Coaching

- o I have never wanted to be anything other than a coach. I consider myself blessed by having the opportunity to do so. Teaching, coaching, and working with young people is not a job, it is truly my passion.

- Energy and Enthusiasm

- o My passion for the game and the players shows itself in everything that I do. I only know one way to coach, and that is with a high tempo and a positive demeanor.

- Football Pedigree

- o The "Family Business" is not something I am afraid to talk about. There is no doubt in my mind that growing up around the game because of my father's career has been a positive. Because of it, I have experience and knowledge beyond my years and, in my father, I have a trusted sounding board that I can lean on.
- o Because I was fortunate enough to grow up around the game at the highest level, I was able to be around and work for some incredibly successful head coaches.
 - Marv Levy -- Buffalo Bills
 - Tony Dungy -- Indianapolis Colts
 - Jim Caldwell -- Indianapolis Colts
 - Nick Saban -- Michigan State University
 - George O'Leary -- University of Central Florida
 - Charlie Weis -- University of Notre Dame
 - Jim Harbaugh -- Stanford University
 - Kevin Sumlin -- Texas A&M University

- Proven Recruiter

- o Widely considered one of the top recruiters in college football by all the major recruiting outlets.
- o Named one of the Top 5 Recruiters in the country by Tom Lemming in 2011.
- o One of Rivals' Top Recruiters in the PAC 10 in 2011.
- o Rivals Top 20 Recruiter in the country, Rivals Big 10 / Midwest Recruiter of the Year, Tom Lemming Top 3 Recruiter in the country for '08.
- o Success as a recruiter at both mid-major and BCS level programs.

Proven Recruiter (cont'd)

- Extensive recruiting experience in football rich Texas, California, Florida, and the Mid-West.
- Recruiting Coordinator at Stanford and UCF.
 - Stanford '12 recruiting class was ranked in the Top 10 by both Rivals and ESPN.com and is considered the best class in school history.
 - Stanford '11 recruiting class was ranked in the Top 20 by both Rivals and ESPN.com.
 - Oversaw the recruitment of the '04 and '05 classes that led UCF from a 0-11 season to a bowl game the next year.
- Recruited some of the top players in the nation.
 - Jimmy Clausen in 2007 to Notre Dame.
 - Manti Teo in 2009 to Notre Dame.
 - Kyle Murphy in 2012 to Stanford.
 - Devante Harris in 2012 to Texas A&M

Special Teams Coordinator as a training ground for being a Head Coach

- Leadership / Communication
 - I was the only person, other than the head coach, to regularly address the entire football team at Notre Dame, Stanford, and at Texas A&M.
 - Daily meetings were attended by large numbers of players from across the team, so I learned how to command the attention of a big group, articulate the message, and be efficient with our time.
- Knowledge of Personnel
 - Unlike an Offensive / Defensive Coordinator, I have to know and evaluate every personnel group on the team.
 - In recruiting, I have to see the 'big picture' and not just the additions to one position group or one side of the ball.
- Game Management
 - I am included in, and often consulted on, most major decisions that go on during the course of the football game.
 - The Special Teams Coordinator has to see the game through the Head Coach's eyes.

- **Diverse Coaching Background**

- Because my expertise is the Special Teams, and because I come from a football background based on an understanding of the fundamentals, I have always been a "Jack of all Trades" in terms of coaching a position.
 - On Offense, I have coached:
 - Tight-Ends
 - Inside Receievers
 - Running Backs
 - On Defense, I have coached:
 - Linebackers
 - Defensive Backs
- This has been a positive because I have gained experience on both sides of the football and have a vast frame of reference on both offense and defense.

- **Communicator**

- I am completely comfortable working and talking with all the different groups of people that a Head Coach must maintain relationships with. People such as:
 - Administration – all levels
 - Alumni
 - Media
 - Fans
- I would be excited to get out and sell the program and promote our players and coaches throughout the university and the community.

- **Ability to Assemble a Great Staff**

- Because of the width and breadth of my coaching background, I will be able to draw from an outstanding network of people to put together a staff filled with bright football minds and outstanding recruiters.

U00096

Maureen A Marshall

From: Maureen A Marshall
Sent: Sunday, January 06, 2013 12:51 PM
To: Cary Groth
Subject: Fwd: HC Football: University of Nevada

From Shep

Maureen Marshall
University of Nevada
Director of Compliance
775.682.6945 (Office)
775.784.6276 (Fax)

Begin forwarded message:

From: "Cooper, Shep" <scooper@ncaa.org>
Date: January 6, 2013, 12:04:09 PM PST
To: Maureen A Marshall <maureenm@unr.edu>, "Strobel, Chris" <cstrobel@ncaa.org>
Cc: "DeWees, Cheryl" <cdeweess@ncaa.org>, "Martin, Karen" <ksmartin@ncaa.org>
Subject: RE: HC Football: University of Nevada

Maureen-

None of the three candidates you listed have records of past involvement in major infractions. Thanks for checking with us.

Shep Cooper
Shepard C. Cooper
Director-Committees on Infractions
NCAA
P.O. Box 6222
Indianapolis, IN 46206-6222
(317) 917-6222

-----Original Message-----

From: Maureen A Marshall [<mailto:maureenm@unr.edu>]
Sent: Saturday, January 05, 2013 6:46 PM
To: Strobel, Chris; Cooper, Shep
Subject: HC Football: University of Nevada

NCAA Enforcement and Committee on Infractions:

Can you please provide a background check on the following three individuals that are potential Football Head Coaches for the University of Nevada:

Brian Polian - Texas A&M

Thank you both - your help is greatly appreciated.

Sincerely,
Maureen

Maureen Marshall
Director of Compliance
University of Nevada
574.344.8085 (Cell)
775.682.6945 (Office)
775.784.6276 (Fax)

This email and any attachments may contain NCAA confidential and privileged information. If you are not the intended recipient, please notify the sender immediately by return email, delete this message and destroy any copies. Any dissemination or use of this information by a person other than the intended recipient is unauthorized and may be illegal.

Cary Groth

From: Cary Groth
Sent: Saturday, January 05, 2013 8:11 AM
To: Marc Johnson
Cc: Jane F Tors; Turner Todd
Subject: Re: announcement sequence

I am shocked that any of this has gotten out. I will help Jane in any way that I can.

Sent from my iPad

On Jan 5, 2013, at 7:34 AM, "Marc Johnson" <marc@unr.edu> wrote:

The Saturday morning paper has a story, with pictures, of Cary, Todd and Marc interviewing 5 candidates in Dallas this week, including Polian, . We got approval yesterday from the Chancellor to announce who we are recommending early. I'll count on you all to contribute to the announcement schedule. We need to finalize the contract negotiation before we do anything else. Then we might have football coaches return from Nashville by noon Thursday. We could have Brian here in Reno on Thursday for early afternoon sessions with select community members, Coach Ault, and football staff. Brian could fly with Cary and me to the Regents' meeting in Las Vegas on Friday morning early; Cary and Brian could return to Reno for a Friday afternoon press conference. Then, Brian will be fully available to participate in recruiting weekend from Friday night on. Comments.

Jane, I especially want you to work your magic on notification list and timing recommendations. I am concerned about how this detailed information got out, but it is what it is and we have to live with it. It is important that either Cary or Todd let Brian know what is out there.

Thanks.
Marc

From: Marc Johnson
Sent: Friday, January 04, 2013 9:32 PM
To: Jane F Tors; Cary Groth
Subject: Fwd: announcement sequence

When we have acceptance we can announce subject to Regents approval . Given this, we might want to do a small community lunch and coach visits Thirsday and even carry him down to LV with us. Comments?

Sent from my iPhone

Begin forwarded message:

From: Daniel Klaich <daniel_klaich@nshe.nevada.edu>
Date: January 4, 2013, 7:14:21 PM PST
To: Marc Johnson <marc@unr.edu>
Subject: Re: announcement sequence

Marc, of course you can make the name public.

Just might want to let the regents get a bit of a first notice, but nothing prevents you from announcing the name.

Daniel J. Klaich

Chancellor

Nevada System of Higher Education

2601 Enterprise Road

Reno, Nevada 89512

775-784-3222

775-784-6520 (fax)

5550 W. Flamingo Rd., Ste. C-1

Las Vegas, Nevada 89103

702-889-8426

702-889-8495 (fax)

 Please consider the environment before printing this email

On Fri, Jan 4, 2013 at 5:42 PM, Marc Johnson <marc@unr.edu> wrote:
We have been asked to submit the contract of the football coach for Regents review no later than Thursday. Then it is pretty public. Is there any reason we could not announce publicly the name of the person we are recommending next Thursday? Jane Tors has provided the way we have handled Presidents and other coaches and above scale personnel actions are announced in agenda materials. Once we send the name and terms to Regents it will be public information. If we could say publicly who we are working with, the public uncertainty will be over and we can contact those who will not get the job. Thanks, Marc

Sent from my iPhone

Begin forwarded message:

From: Jane F Tors <jtors@unr.edu<<mailto:jtors@unr.edu>>>

Date: January 4, 2013, 3:22:07 PM PST

To: Marc Johnson <marc@unr.edu<<mailto:marc@unr.edu>>>

Subject: announcement sequence

Marc, the announcement of the finalist candidate for head football coach is similar to the announcements of the finalist candidates for president. The recommendation of you as the finalist was made public in advance and it is my recollection that David Ashby, Neal Smastresk and Milt Glick were all announced as the finalist candidate prior to being presented to the Regents. Below is language from the news release about you and the full release is attached.

Announcing the finalist candidate in advance of the Regents' meeting is preferable for many reasons. The Regents will undoubtedly want to know who the finalist is and see the contract in advance as well.

Hope this helps.

- Jane

Jane Tors
Executive Director Media Relations
University of Nevada, Reno
Jones Center / MS 108 / Reno, NV 89557
jtors@unr.edu<<mailto:jtors@unr.edu>>
[775-784-1880](tel:775-784-1880) (o)
[775-784-1422](tel:775-784-1422) (f)
[775-240-8686](tel:775-240-8686) (m)
Visit our online newsroom for journalists at <http://newsroom.unr.edu/>

From April 18 news release:

Marc Johnson recommended as finalist for University of Nevada, Reno
presidency
Regents' committee identifies Johnson as leading candidate for consideration by
full board on Friday

RENO, Nev. -- Marc Johnson has been identified as the recommended finalist
candidate for the position of president at the University of Nevada, Reno.
Johnson, who currently serves as the University's interim president, was chosen
today at a joint meeting of the Nevada System of Higher Education Board of
Regents' Presidential Search Committee and an Institutional Advisory
Committee. The recommendation will now be forwarded to the full Board of
Regents for consideration at its April 20 meeting in Las Vegas.

Cary Groth

From: Cary Groth
Sent: Sunday, January 06, 2013 5:51 PM
To: Brian Polian
Subject: Hi,

Did you get the revised contract? If not, let me know....if so, call me when you have some time. Let's get this done so you can spend time with Laura and the kids :) Cg

Sent from my iPad

Cary Groth

From: Cary Groth
Sent: Sunday, January 06, 2013 7:17 PM
To: Brian Polian
Subject: President Johnson's email

marc@unr.edu

Call me when you are ready to send him an email. We can then talk about personnel.

Sent from my iPhone

Cary Groth

From: Cary Groth
Sent: Sunday, January 06, 2013 8:57 PM
To: Marc Johnson
Subject: Re: Polian

Thanks for calling him- meant a lot to him.

Sent from my iPhone

On Jan 6, 2013, at 8:21 PM, "Marc Johnson" <marc@unr.edu> wrote:

Congratulations. We have acceptance.

Sent from my iPhone

Begin forwarded message:

From: Brian Polian <brian@unr.edu>
Date: January 6, 2013, 8:15:56 PM PST
To: <marc@unr.edu>
Cc: <cgroth@unr.edu>

President Johnson:

I want to thank you for the outstanding opportunity with which you and Cary have presented me. I gladly accept your offer to be the head coach at Nevada and anticipate with enthusiasm and excitement beginning this new challenge.

I look forward to seeing you on Thursday. Please let me know if you need anything in the meantime.

Best regards,

Brian Polian

Cary Groth

From: Cary Groth
Sent: Monday, January 07, 2013 5:59 AM
To: Jason Geddes
Cc: Marc Johnson; Klaich Daniel J.; Jane F Tors
Subject: Re: Football coach

Thank you, Jason

Sent from my iPhone

On Jan 7, 2013, at 5:56 AM, "Jason Geddes" wrote:

Congratulations.

You should send a Regents alert and let them know they will get terms and conditions Friday.

Jason Geddes, Ph.D.
750 Putnam Drive
Reno, Nevada 89503
(775) 750-2402

Tikun olam - Omnia Pro Patria
-Environmental Services Administrator, City of Reno
-Chair, Nevada System of Higher Education Regents

From: Marc Johnson <marc@unr.edu>
To: Klaich Daniel J. <Daniel_Klaich@nshe.nevada.edu>; Dr. Geddes Jason (Spouse: Cindie)
Cc: Cary Groth <cgroth@unr.edu>; Jane F Tors <jtors@unr.edu>
Sent: Sun, January 6, 2013 8:52:05 PM
Subject: Football coach

Brian Polian has accepted our offer to be head coach for football. Marc

Sent from my iPhone

Cary Groth

From: Cary Groth
Sent: Monday, January 07, 2013 12:23 PM
To: Kevin C. Melcher
Cc: Jane F Tors; Patricia A Richard
Subject: Re: Update on University recommended finalist football coach

Thank you!

Sent from my iPhone

On Jan 7, 2013, at 12:17 PM, "Kevin C. Melcher" <kevin_melcher@nshe.nevada.edu> wrote:

Thank you very much and congratulations!
-Kevin-

Kevin C. Melcher
Member, Board of Regents
Nevada System of Higher Education
(775) 738-7769
1960 Ruby View Drive
Elko, Nevada 89801
kevin_melcher@nshe.nevada.edu

On Jan 7, 2013, at 12:15 PM, Jane F Tors wrote:

Regents,

Following a national search and interviews with a diverse pool of highly qualified candidates, Brian Polian, an assistant coach at Texas A&M, will be recommended to the Board of Regents as the finalist candidate for the position of Wolf Pack Football head coach. Through discussions with University President Marc Johnson and Athletic Director Cary Groth, the terms of the agreement include a first-year, base salary of \$475,000 and an initial five-year contract. We anticipate that the contract may be available to you as early as today, and will be forwarded to you through the Nevada System of Higher Education.

We are preparing to publicly confirm Brian Polian as the recommended finalist candidate and publicly disclose the anticipated base salary this afternoon. We need to be prepared to potentially publicly disclose the contract this week, perhaps as early as tomorrow, although please know our timeline calls for members of the Board of Regents to see it prior to public release.

- Jane

Jane Tors
Executive Director Media Relations
University of Nevada, Reno
Jones Center / MS 108 / Reno, NV 89557
jtors@unr.edu
775-784-1880 (o)
775-784-1422 (f)
775-240-8686 (m)
Visit our online newsroom for journalists at <http://newsroom.unr.edu/>

Janet Sanderson

Subject:

FW:

From: Todd Turner
Sent: Friday, January 04, 2013 8:29 AM
To: Marc Johnson
Cc: Cary Groth
Subject: RE:

I also wanted you to know that I have placed a call to his head coach. It's as much a courtesy as anything else, but I do want him to be able to re-affirm our opinions and assessment of our prospect.

It

TODD TURNER
President
Collegiate Sports Associates
3185 Seven Lakes West
West End, NC 27376

Phone: 910-732-4222 (o)

 **COLLEGIATE SPORTS ASSOCIATES**
CONSULTING • EXECUTIVE SEARCH

From: Marc Johnson [mailto:marc@unc.edu]
Sent: Friday, January 04, 2013 11:21 AM
To: tturner@collegiatesportsassociates.com
Cc: Cary Groth
Subject: RE:

Thanks a lot. I'm meeting with Cary at 11:00 am PST today. Then we'll call. Marc

From: Todd Turner
Sent: Friday, January 04, 2013 7:48 AM
To: Marc Johnson
Cc: Cary Groth
Subject:

The candidate is available to take a call from you anytime today before 2:00 PST. I spoke to him earlier and he is expecting your call. My message to him was the you wanted to have another conversation with him. That is all he knows at this point.

Cary has the staff salary information that he provided earlier and is working on the details of the terms sheet. I suggest that you have this in hand before you speak to the candidate.

Phone number:

Call if I can be of help.

Todd

TODD TURNER

President

Collegiate Sports Associates

3185 Seven Lakes West

West End, NC 27376

Phone: 910-722-4222 (o)

 **COLLEGIATE SPORTS ASSOCIATES**
CONSULTING EXECUTIVE SEARCH

Janet Sanderson

Subject: announcement sequence

-----Original Message-----

From: Todd Turner [mailto:turner@unr.edu]
Sent: Saturday, January 05, 2013 10:19 AM
To: Cary Groth; Marc Johnson
Cc: Jane F Tors
Subject: RE: announcement sequence

I have spoken to the coach. He understands the media speculation and will do nothing to acknowledge his involvement or to encourage further speculation. We all know that this is just the way of the world in sports "journalism" today.

TODD TURNER

President
Collegiate Sports Associates
3185 Seven Lakes West
West End, NC 27376

Phone: 910-722-4222 (o)

-----Original Message-----

From: Cary Groth [mailto:cgroth@unr.edu]
Sent: Saturday, January 05, 2013 11:11 AM
To: Marc Johnson
Cc: Jane F Tors; Turner Todd
Subject: Re: announcement sequence

I am shocked that any of this has gotten out. I will help Jane in any way that I can.

Sent from my iPad

On Jan 5, 2013, at 7:34 AM, "Marc Johnson"
<marc@unr.edu> wrote:

The Saturday morning paper has a story, with pictures, of Cary, Todd and Marc interviewing 5 candidates in Dallas this week, including Polian, We got approval yesterday from the Chancellor to announce who we are recommending early. I'll count on you all to contribute to the announcement schedule. We need to finalize the contract negotiation before we do anything else. Then we might have football coaches return from Nashville by noon Thursday.

We could have Brian here in Reno on Thursday for early afternoon sessions with select community members, Coach Ault, and football staff. Brian could fly with Cary and me to the Regents' meeting in Las Vegas on Friday morning early; Cary and Brian could return to Reno for a Friday afternoon press conference. Then, Brian will be fully available to participate in recruiting weekend from Friday night on. Comments.

Jane, I especially want you to work your magic on notification list and timing recommendations. I am concerned about how this detailed information got out, but it is what it is and we have to live with it. It is important that either Cary or Todd let Brian know what is out there.

Thanks.

Marc

From: Marc Johnson
Sent: Friday, January 04, 2013 9:32 PM
To: Jane F Tors; Cary Groth
Subject: Fwd: announcement sequence

When we have acceptance we can announce subject to Regents approval. Given this, we might want to do a small community lunch and coach visits Thursday and even carry him down to LV with us. Comments?

Sent from my iPhone

Begin forwarded message:

From: Daniel Klaich
<daniel_klaich@nshe.nevada.edu<mailto:daniel_klaich@nshe.nevada.edu>>
Date: January 4, 2013, 7:14:21 PM PST
To: Marc Johnson <marc@unr.edu<mailto:marc@unr.edu>>
Subject: Re: announcement sequence

Marc, of course you can make the name public.

Just might want to let the regents get a bit of a first notice, but nothing prevents you from announcing the name.

Daniel J. Klaich
Chancellor
Nevada System of Higher Education
2601 Enterprise Road
Reno, Nevada 89512
775-784-3222
775-784-6520 (fax)
[Please consider the environment before printing]

5550 W. Flamingo Rd., Ste. C-1
Las Vegas, Nevada 89103
702-889-8426
702-889-8495 (fax)

On Fri, Jan 4, 2013 at 5:42 PM, Marc Johnson <marc@unr.edu<mailto:marc@unr.edu>> wrote:

We have been asked to submit the contract of the football coach for Regents review no later than Thursday. Then it is pretty public. Is there any reason we could not announce publicly the name of the person we are recommending next Thursday? Jane Tors has provided the way we have handled Presidents and other coaches and above scale personnel actions are announced in agenda materials. Once we send the name and terms to Regents it will be public information. If we could say publicly who we are working with, the public uncertainty will be over and we can contact those who will not get the job. Thanks. Marc

Sent from my iPhone

Begin forwarded message:

From: Jane F Tors

<jtors@unr.edu<mailto:jtors@unr.edu><mailto:jtors@unr.edu<mailto:jtors@unr.edu>>>

Date: January 4, 2013, 3:22:07 PM PST

To: Marc Johnson

<marc@unr.edu<mailto:marc@unr.edu><mailto:marc@unr.edu<mailto:marc@unr.edu>>>

Subject: announcement sequence

Marc, the announcement of the finalist candidate for head football coach is similar to the announcements of the finalist candidates for president. The recommendation of you as the finalist was made public in advance and it is my recollection that David Ashby, Neal Smastresk and Milt Glick were all announced as the finalist candidate prior to being presented to the Regents.

Below is language from the news release about you and the full release is attached.

Announcing the finalist candidate in advance of the Regents' meeting is preferable for many reasons. The Regents will undoubtedly want to know who the finalist is and see the contract in advance as well.

Hope this helps.

- Jane

Jane Tors

Executive Director Media Relations

University of Nevada, Reno

Jones Center / MS 108 / Reno, NV 89557

jtors@unr.edu<mailto:jtors@unr.edu><mailto:jtors@unr.edu<mailto:jtors@unr.edu>>>

775-784-1880<tel:775-784-1880> (o)

775-784-1422<tel:775-784-1422> (f)

775-240-8686<tel:775-240-8686> (m)

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From April 18 news release:

Marc Johnson recommended as finalist for University of Nevada, Reno presidency Regents' committee identifies Johnson as leading candidate for consideration by full board on Friday

RENO, Nev. - Marc Johnson has been identified as the recommended finalist candidate for the position of president at the University of Nevada, Reno.

Johnson, who currently serves as the University's interim president, was chosen today at a joint meeting of the Nevada System of Higher Education Board of Regents' Presidential Search Committee and an Institutional Advisory Committee. The recommendation will now be forwarded to the full Board of Regents for consideration at its April 20 meeting in Las Vegas.

Janet Sanderson

Subject: Voice mail

-----Original Message-----

From: Marc Johnson

Sent: Friday, December 28, 2012 11:57 PM

To: Cary Groth

Subject: Voice mail

Thanks for your message on voice mail after the news conference. Both you and Chris are dedicated to your professions and will experience more emotions during the transitions. I hope both of you will have smooth transitions. I love your ideas about teaching and so does Chris Cheney. I look forward to working together on the football coach hire. Marc

Sent from my iPhone

Janet Sanderson

Subject: Tomorrow

-----Original Message-----

From: Marc Johnson

Sent: Tuesday, January 01, 2013 5:54 PM

To: Cary Groth

Subject: Re: Tomorrow

Thanks

Sent from my iPhone

On Jan 1, 2013, at 5:07 PM, "Cary Groth" <cgroth@unr.edu> wrote:

> I will see you in the morning. Our first interview will not be until 5 pm so you will have a chance to check into room, etc. call if you need anything.

>

> Sent from my iPhone

Janet Sanderson

Subject: INTERVIEW SCHEDULE

From: Marc Johnson
Sent: Tuesday, January 01, 2013 6:42 PM
To: Cary Groth
Cc: <
Subject: Re: INTERVIEW SCHEDULE

We need to be ready with budget for assistant coaches and contract info on continuing coaches. The new coach has the opportunity to select their own defensive and offensive coordinators, but at what price can we afford. Marc

Sent from my iPhone

On Jan 1, 2013, at 6:11 PM, "Cary Groth" <cgroth@unr.edu> wrote:

Marc,
I will brief you about the candidates tomorrow, as well.
Additionally, we should talk about compensation and potential incentives.
See you in the morning.
Cg

Sent from my iPad

On Jan 1, 2013, at 5:55 PM, "Marc Johnson" <marc@unr.edu> wrote:

Thanks for the schedule. I'll review the website for names.

Sent from my iPhone

On Jan 1, 2013, at 4:04 PM, "Todd Turner" wrote:

Cary,

Good evening and Happy New Year!

Here is the interview schedule w/o names. I can call and give you the names if you wish. All of the candidates are eager and excited about the prospects of being the next head coach at UNR. Looking forward to seeing you tomorrow.

Wednesday 1/2

- 5:00 PM - 6:30 PM - Candidate 1
- 10:30 PM - 12:00 AM - Candidate 2

Thursday 1/3

- 8:30 AM - 10:00 AM: Candidate 3
- 10:30 AM - 12:00 PM: Candidate 4

- 1:30 PM – 3:00 PM: Candidate 5

Happy New Year!

Todd

**TODD
TURNER**

President
Collegiate Sports Associates
3185 Seven Lakes West
West End, NC 27376

Phone: 910-722-4222 (o)

<image003.jpg>

Janet Sanderson

Subject: January 11 Meeting

From: Marc Johnson
Sent: Thursday, January 03, 2013 4:53 PM
To: Cary Groth
Subject: Fwd: January 11 Meeting

The bottom note suggests that a Friday announcement should be at 7:30 or later.

Sent from my iPhone

Begin forwarded message:

From: Daniel Klaich <daniel_klaich@nshe.nevada.edu>
Date: January 3, 2013, 6:31:31 PM CST
To: Marc Johnson <marc@unr.edu>
Subject: Fwd: January 11 Meeting

If you need to schedule something with the new coach here in Reno that evening and need to take the 3:35 flight let me know and I will make sure that is OK.

Daniel J. Klaich

Chancellor

Nevada System of Higher Education

2601 Enterprise Road

Reno, Nevada 89512

775-784-3222

775-784-6520 (fax)

5550 W. Flamingo Rd., Ste. C-1

Las Vegas, Nevada 89103

702-889-8426

702-889-8495 (fax)

----- Forwarded message -----

From: Daniel Klaich <daniel_klaich@nshe.nevada.edu>
Date: Thu, Jan 3, 2013 at 4:30 PM
Subject: January 11 Meeting
To: SA Presidents <sa_presidents@nshe.nevada.edu>, SA President's Secretaries
<sa_presidents_secretaries@nshe.nevada.edu>

The agenda has been "scored" at about 6 hours so we should schedule the 5:20 flight home.

Daniel J. Klaich

Chancellor

Nevada System of Higher Education

2601 Enterprise Road
Reno, Nevada 89512
775-784-3222
775-784-6520 (fax)

5550 W. Flamingo Rd., Ste. C-1
Las Vegas, Nevada 89103
702-889-8426
702-889-8495 (fax)

Janet Sanderson

Subject: University update on football coach search

From: Marc Johnson
Sent: Thursday, January 03, 2013 9:22 PM
To: Cary Groth
Subject: Re: University update on football coach search

It has been a pleasure working with you in this.

Sent from my iPhone

On Jan 3, 2013, at 9:18 PM, "Cary Groth" <cgroth@unr.edu> wrote:

Okay- thx. I will see what other options there are.
Thx again Marc- you did great in Dallas!

Sent from my iPhone

On Jan 3, 2013, at 9:07 PM, "Marc Johnson" <marc@unr.edu> wrote:

It will be 5:30-7:00 prior to the 7:00 game.

Sent from my iPhone

Begin forwarded message:

From: Marc Johnson <marc@unr.edu>
Date: January 3, 2013, 9:04:25 PM PST
To: Cary Groth <cgroth@unr.edu>
Subject: Re: University update on football coach search

I think there is an alumni party at Cox Pavilion that night also.

Sent from my iPhone

On Jan 3, 2013, at 7:33 PM, "Cary Groth" <cgroth@unr.edu> wrote:

Mike and Heidi,

I believe the game is January 29th. I will double check when I get back to the office tomorrow. Marc will be attending the game and I asked him to join us. I will get details, perhaps you can pick a place for dinner, and then we can go to the game? Will talk with you soon.

U00120

Cary

Sent from my iPad

On Jan 3, 2013, at 5:10 PM, "Heidi Wixom"
wrote:

What is the date? Would love to see
Cary!

Be of Good Cheer!
Heidi

On Jan 3, 2013, at 3:07 PM, "Mike
Wixom"
wrote:

Cary,

I tried to reply last night,
but I don't know if my
email was working on
my hand held. In any
case, dinner sounds
great. By copy I will
check and see if Heidi is
available.

Best Regards,

MBW

From: Cary Groth
[mailto:cgroth@unr.edu]
]
Sent: Wed 1/2/2013
6:36 PM
To: Mike Wixom
Cc: Marc Johnson
Subject: Re: University
update on football
coach search

Thank you for your email,
Mike. We really
appreciate your
confidence in us and both
President Johnson and I
are committed to doing
this search in the
appropriate manner.

Happy New Year to you
too.

P.s. I am planning on traveling with men's basketball to Las Vegas for our game. I am hoping that you and Heidi might be free for dinner before the game? I will call you soon to see if that is a possibility.

Sent from my iPad

On Jan 2, 2013, at 5:03 PM, "Mike Wixom"

wrote:

I respect you both immensely, and I certainly don't mean to tell you your business, because you know far more about what you do than I will ever know. However, having gone through the selection process for the UNLV football coach and athletic director, I suggest strongly that you read carefully the minutes from the board meeting(s) where their respective contracts were approved. One regent in particular asked some very challenging questions about the search process and the diversity of the search pool, and the answers given were not entirely satisfactory to that regent. I would expect the same sorts of questions with respect to both of the ongoing UNR searches.

Just a friendly heads up.

Please accept all best wishes to you both for a happy new year from my family to you and yours.

MBW

From: Jane F Tors
[mailto:jfjtors@unr.edu]
Sent: Wednesday, January 02, 2013 2:55 PM
Cc: Marc Johnson; Cary

Groth
Subject: University update
on football coach search

Regents,

As recently
communicated, a search
consultant has been
engaged to support the
national search for the
position of Director of
Athletics. That same
consultant has been
engaged to also support
the national search for the
head football coach
position. Todd Turner is
president of Collegiate
Sports Associates and
former Director of
Athletics at the University
of Washington. He brings
considerable experience
and has been charged with
identifying a strong pool
of qualified, diverse
candidates for these
positions.

- Jane

Jane Tors
Executive Director Media
Relations
University of Nevada,
Reno
Jones Center / MS 108 /
Reno, NV 89557
jtors@unr.edu<<mailto:jtors@unr.edu>>
775-784-1880 (a)
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https://portal.mxlogic.com/redir/75cXObXbzUWVJeXObIEVssv;dw0UuoF6I!urx7LgrMQu4VPmEBChIzfi-l3PWApnnVv8-xae4D_0oc40682wJ0kcwhU31wwydICB3bq1yUjrGbK0guT4f71kz4r19Aglo18s30Mgjm6wQw2k2Rw5JwQC9IcC0M3KIqEpyg2oMm31yOrIRwQd4xxwbI4gZUib0smA9aEccyMos2M70syuo5DxMI2N8y0U70U3AlgK1Ipoqc2Vs6IE

yw5weW76fg6x81N4mC
2h20N1AC6183N0ZPSho
aFE6zUTvAm4TDNOb2p
EYdTdS8NHcC2CUhXQ
6Pr3y9EVdEILzAnHL Cz
B4SMUr1yF6y09MAp-
d9ib6y1Jp3p-
q8aMd431qP8quq8blSNe
Qgk oS9CV-
7PNo_pgdLCCjqITAnSa3
hOCYrZQzK

Janet Sanderson

From: Marc Johnson
Sent: Saturday, January 05, 2013 12:42 PM
To: Cary Groth
Subject: Re:

Great, thanks.

Sent from my iPhone

On Jan 5, 2013, at 9:54 AM, "Cary Groth" <cgroth@unr.edu> wrote:

Marc,

I haven't been able to reach Mary this morning, however, I have spoken with Jane and Todd.

Todd doesn't see any issues with making the HC term January to January. He does think that the assistant coaches should be July to June.

I will adjust those dates when I speak with Mary.

Jane, Chad and I are going to meet on Monday morning to review media plan.

Have a great day.

Cary S. Groth

Cary S. Groth
Director of Athletics
University of Nevada
Reno, Nevada
775-784-8200
<image001.jpg>

Janet Sanderson

Subject: Coach

-----Original Message-----

From: Marc Johnson
Sent: Sunday, January 06, 2013 7:22 PM
To: Cary Groth
Subject: Coach

Have you heard from Brian?

Sent from my iPhone

Janet Sanderson

Subject: Coach

-----Original Message-----

From: Marc Johnson

Sent: Sunday, January 06, 2013 7:27 PM

To: Cary Groth

Subject: Re: Coach

Thanks

Sent from my iPhone

On Jan 6, 2013, at 7:24 PM, "Cary Groth" <cgroth@unr.edu> wrote:

> Not yet- just sent him an email. If I don't hear by 745, I am going to call him

>

> Sent from my iPhone

>

> On Jan 6, 2013, at 7:21 PM, "Marc Johnson" <marc@unr.edu> wrote:

>

>> Have you heard from Brian?

>>

>> Sent from my iPhone

Janet Sanderson

Subject: Follow-up

From: Marc Johnson
Sent: Monday, January 07, 2013 12:21 PM
To: Cary Groth
Cc:
Subject: Re: Follow-up

Things are going OK here. Now we are working our communication plan. Marc

Sent from my iPhone

On Jan 7, 2013, at 10:07 AM, "Cary Groth" <cgroth@unr.edu> wrote:

Todd- everything is going smoothly. Brian approved all contract terms (after a few fair changes). Again, we appreciate you very much! Not get to work on getting us an equally exciting AD

Sent from my iPhone

On Jan 7, 2013, at 7:54 AM, "Todd Turner" wrote:

Good morning, Marc and Cary.

I'm just following up to make certain things are moving forward as planned. I have spoken to all of those that we have interviewed. My sense is that the best of those candidates remain interested if things for some reason do not move forward as planned.

If you need further input on the terms of the proposed agreement or with communication with the candidate and/or his representatives, please let me know.

I am in Nashville this week at the American Football Coaches' Association annual convention.

All the best,

Todd

**TODD
TURNER**
President
Collegiate Sports Associates
3185 Seven Lakes West
West End, NC 27376

Phone: 910-722-4222 (o)

<image001.jpg>

Janet Sanderson

Subject: Chris Murray. . .

-----Original Message-----

From: Marc Johnson

Sent: Saturday, January 05, 2013 4:45 PM

To: Cary Groth

Cc: Jane F Tors

Subject: Chris Murray. . .

Called with the report that we had offered and Brian accepted. I told Chris I have nothing to say but we will announce as soon as we have a deal, but that we have no deal at this time.

Sent from my iPhone

Janet Sanderson

Subject: FW: CONFIDENTIAL
Attachments: image002.jpg

-----Original Message-----

From: Marc Johnson
Sent: Saturday, December 29, 2012 6:24 PM
To: Todd Turner
Subject: Re: CONFIDENTIAL

Thanks. Fast is fine. I have sent this agreement to our chief counsel asking for a quick review. Marc

Sent from my iPad

On Dec 29, 2012, at 9:24 AM, "Todd Turner"

> wrote:

> Marc,
>
> You will be pleased to know that, as expected, initial interest is very strong in the FB Coaching position. The issue of having an AD in place is not going to hinder the process as long as you can assure the new coach that they will have some input into the process. I assume that will not be a problem for you.
>
> I've got an initial list of a dozen or so really good prospects, including several minorities. Just as I've done for the AD search, I will create an on-line repository for resumes of promising and interested prospects. I will send you login and password information. Can I send this confidentially by email or should I give it to you by phone?
>
> It may be that we can arrange for some interviews during the Jan. 2-6 period. Those meetings could be held closer to Reno and may be more convenient for you. The American Football Coaches Association Convention is in Nashville from Jan. 7-10. That remains as an option for meeting with prospects, but the more I think about the process and timing, the more I like the dates late next week.
>
> I've redrafted the consulting agreement to include the search for the Football Coach. Your counsel will probably want to make some changes or may be more comfortable with a separate agreement. I can work with either arrangement.
>
> Call me at any time. I will reach out to you sometime during the weekend or certainly on Monday.
> Happy New Year!
>
> todd
>
>
> |
>
> TODD TURNER
> President
> Collegiate Sports Associates
> 3185 Seven Lakes West
> West End, NC 27376
>
>

> Phone: 910-722-4222 (o)

>

>

> [logo3615080_sm]

>

> <image002.jpg>

> <NEVADA draft LETTER OF AGREEMENT AD.FB Coach SEARCH.docx>

Mary Dugan

From: Brian Polian <bpolian@athletics.tamu.edu>
Sent: Monday, January 07, 2013 10:46 AM
To: Mary Dugan
Subject: FW: Message from "RNP002673552A41"
Attachments: 201301071242.pdf

Mary,

You will find the signature page attached. Thank you for all your help and hard work regarding this matter.

Look forward to seeing you.

Brian

-----Original Message-----

From: Aggiefootball@athletics.tamu.edu [mailto:Aggiefootball@athletics.tamu.edu]
Sent: Monday, January 07, 2013 12:43 PM
To: Brian Polian
Subject: Message from "RNP002673552A41"

This E-mail was sent from "RNP002673552A41" [Aficio MP C4502].

Scan Date: 01.07.2013 12:42:39 (-0600)

Queries to: Aggiefootball@athletics.tamu.edu

U00133

Mary Dugan

From: Brian Polian <bpolian@athletics.tamu.edu>
Sent: Monday, January 07, 2013 1:32 PM
To: Mary Dugan
Subject: FW: Message from "RNP002673552A41"
Attachments: 201301071530.pdf

Mary,

Attached you will find the document regarding the Board of Regents meeting.

Brian

-----Original Message-----

From: Aggiefootball@athletics.tamu.edu [mailto:Aggiefootball@athletics.tamu.edu]
Sent: Monday, January 07, 2013 3:31 PM
To: Brian Polian
Subject: Message from "RNP002673552A41"

This E-mail was sent from "RNP002673552A41" (Aficio MP C4502).

Scan Date: 01.07.2013 15:30:50 (-0600)
Queries to: Aggiefootball@athletics.tamu.edu

Mary Dugan

From: Mary Dugan
Sent: Monday, January 07, 2013 1:46 PM
To: 'Brian Polian'
Subject: RE: Message from "RNP002673552A41"

Thank you, Brian!
Mary

Mary Phelps Dugan
General Counsel
University of Nevada, Reno
1664 North Virginia Street
Mail Stop 0550
Reno, Nevada 89557
(775) 784-3491

-----Original Message-----

From: Brian Polian [mailto:bpolian@athletics.tamu.edu]
Sent: Monday, January 07, 2013 1:32 PM
To: Mary Dugan
Subject: FW: Message from "RNP002673552A41"

Mary,

Attached you will find the document regarding the Board of Regents meeting.

Brian

-----Original Message-----

From: Aggiefootball@athletics.tamu.edu [mailto:Aggiefootball@athletics.tamu.edu]
Sent: Monday, January 07, 2013 3:31 PM
To: Brian Polian
Subject: Message from "RNP002673552A41"

This E-mail was sent from "RNP002673552A41" (Aficio MP C4502).

Scan Date: 01.07.2013 15:30:50 (-0600)

Queries to: Aggiefootball@athletics.tamu.edu

Mary Dugan

From: Brian Polian <bpolian@athletics.tamu.edu>
Sent: Monday, January 07, 2013 3:57 PM
To: Mary Dugan
Subject: RE:

Yes - bp

From: Mary Dugan [mailto:mdugan@unr.edu]
Sent: Monday, January 07, 2013 5:57 PM
To: Brian Polian
Subject: Confidential personnel matter

Dear Brian,

The Athletics Department found one typo on page 17, section 5.09(b), second line, where the word "non-" has now been inserted. Do I have your permission to use the signature page you sent with this final contract?

Mary

Mary Phelps Dugan
General Counsel
University of Nevada, Reno
1664 North Virginia Street
Mail Stop 0550
Reno, Nevada 89557
(775) 784-3491

Mary Dugan

From: Mary Dugan
Sent: Monday, January 07, 2013 8:15 AM
To:
Subject:
Attachments: 2013.01.07 Head Coach Contract.docx

Dear Brian:

Attached please find the contract for your signature. Please review it. If you have no questions, please sign on the final page, scan it, and return it to me. The chancellor will sign following the Board's consideration of the contract on Friday and you will be provided with a fully executed contract.

If you and President Johnson or Cary Groth have discussed a different signature plan, please disregard my instructions above.

I'm looking forward to meeting you later this week.

Kindest regards and GO PACK!

Mary

Mary Phelps Dugan
General Counsel
University of Nevada, Reno
1664 North Virginia Street
Mail Stop 0550
Reno, Nevada 89557
(775) 784-3491

Mary Dugan

From: Mary Dugan
Sent: Monday, January 07, 2013 3:57 PM
To: Brian Polian (bpolian@athletics.tamu.edu)
Subject:
Attachments: 2013.01.07 Final Head Coach Contract.docx

Dear Brian,

The Athletics Department found one typo on page 17, section 5.09(b), second line, where the word "non-" has now been inserted. Do I have your permission to use the signature page you sent with this final contract?

Mary

Mary Phelps Dugan
General Counsel
University of Nevada, Reno
1664 North Virginia Street
Mail Stop 0550
Reno, Nevada 89557
(775) 784-3491

Mary Dugan

From: Mary Dugan
Sent: Monday, January 07, 2013 4:06 PM
To: 'Brian Polian'
Subject: RE:

Thanks!

From: Brian Polian [mailto:bpolian@athletics.tamu.edu]
Sent: Monday, January 07, 2013 3:57 PM
To: Mary Dugan
Subject: RE:

Yes - bp

From: Mary Dugan [mailto:mdugan@unr.edu]
Sent: Monday, January 07, 2013 5:57 PM
To: Brian Polian
Subject:

Dear Brian,

The Athletics Department found one typo on page 17, section 5.09(b), second line, where the word "non-" has now been inserted. Do I have your permission to use the signature page you sent with this final contract?

Mary

Mary Phelps Dugan
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